

EXHIBIT 16

UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF NEW YORK

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DARRYL CHALMERS, DARREN CONNORS,
GLENN MENDEZ, JAMES NOVA, and
FATIMA Q. ROSEMOND,

1:20-cv-03389

On behalf of themselves and all
others similarly situated, and
AFSCME DISTRICT COUNCIL 37
LOCAL 2507, on behalf of its
Members

Plaintiffs,

v.

CITY OF NEW YORK,

Defendant.

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April 28, 2021
10:11 a.m.

DEPOSITION of CITY OF NEW YORK, the
Defendant herein, by DEBRA PALMIERI-RUSSO, taken
by the attorneys for the Plaintiffs, pursuant to
Notice, held via Web conference at the above date
and time, before Maureen McCormick, a Notary
Public of the State of New York.

1 D. Palmieri-Russo

2 Their units trained them. We did
3 coordinate some ad hoc safety courses for them, so
4 the role we played was that a unit would ask us
5 for some type of training, and we would procure
6 it, and they would -- we would send the
7 instructor, or they would create a module, and
8 they would deliver it, and they would give us the
9 attendance, and we would track it.

10 Q. So there was prior to 2012 -- there
11 was no standardized training for all new
12 inspectors?

13 A. Correct.

14 Q. And then back to the learning plan.
15 Just so I'm clear, they're created at a unit
16 level, so they're the same for all -- for all
17 inspectors in a unit. They're not individualized.

18 A. Correct.

19 Q. And who creates the learning plans?

20 A. The unit with the Buildings
21 University.

22 Q. So talking about new hire training
23 today and the big picture behind it, I want to ask
24 a little bit about the goals behind new hire
25 inspector training.

1 D. Palmieri-Russo

2 So is it fair to say that a goal of
3 new hire inspector training today is to learn
4 procedures and policies of the department relating
5 to the inspector job title?

6 A. Yes.

7 Q. And is it fair to say that another
8 goal is to learn how to complete daily required
9 forms necessary for the completion of inspector
10 field assignments?

11 A. Yes.

12 Q. Is it fair to say that another goal of
13 new hire inspector training is to learn code
14 endorsement techniques to ensure proper compliance
15 with New York life safety laws, codes and rules?

16 A. Yes.

17 Q. Would you say another goal of training
18 is to understand the New York City Building Code
19 and rules, along with cross enforcement with other
20 New York City codes?

21 A. I cannot answer that truthfully,
22 because the Building Code enforcement is our
23 Building Code, and I don't -- I don't know that
24 answer if they are cross trained at the academy
25 with another -- another -- another agency's rules.

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2 Q. But would you say it's a goal of new
3 hire inspector training to understand the New York
4 City Building Code?

5 A. Yes.

6 Q. Would you say a goal of new hire
7 inspector training is to become efficient in
8 research report writing and verbal communication?

9 A. Yes.

10 Q. Would you say a goal of new hire
11 inspector training is to understand what customer
12 service means to a New York City employee?

13 A. Yes.

14 Q. Would you say a goal of new hire
15 inspector training is to learn basic IT use and
16 policies?

17 A. Can you repeat that?

18 Q. Would you say that a goal of new hire
19 inspector training is to learn basic IT or
20 information technology computer use and policies?

21 A. Yes.

22 Q. Would you say that a goal of new hire
23 inspector training is to learn the Department of
24 Buildings computerized inspection scheduling and
25 tracking system, like DOB Now?

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2 A. Yes.

3 Q. Are there any other primary goals of
4 new hire inspector training that I have left out?

5 A. There is a safety component.

6 Q. Anything else?

7 A. Excavation, cold form steel. There
8 are other -- other categories where they are
9 trained in bulging walls, accident investigation.
10 There are many, many, many topics that
11 may potentially slot into the overall questioning
12 you had, but I just wanted to point that out.

13 Q. For all the goals we just talked about
14 and the topics you just listed, have those all
15 been goals of training, new hire training, since
16 2012?

17 A. No, they have increased steadily.

18 Q. Meaning the amount of training has
19 increased steadily?

20 A. The amount of training, and there had
21 been additional topics added over each academy
22 expansion.

23 Q. I guess what I'm getting at, has the
24 general aims of training, like learning the
25 Building Code, learning the forms you need to

1 D. Palmieri-Russo

2 complete, learning code enforcement -- have those
3 general aims of training changed --

4 A. No.

5 Q. -- or has it just beefed up?

6 MS. RICH: All right. Maureen, would
7 you mind pulling up Exhibit 3.

8 Q. Ms. Palmieri-Russo, I'm showing you an
9 email, and then there's some attachments which I
10 will scroll through once the court reporter gives
11 me control of the screen.

12 I know this is from 2009, and you've
13 indicated that between 2008 and 2012 you are a lot
14 less familiar with the inspection titles, but do
15 you see that your email address is in the CC line
16 of this email?

17 A. Uh-huh.

18 Q. I'm going to scroll through the
19 attachment so you kind of see the big picture
20 before I ask you questions. It's going at a major
21 delay for me, though, so give me a second.

22 I'm going back up, so this is the
23 first page of the attachment. Let me know if I'm
24 okay to move on, Ms. Palmieri-Russo.

25 I'm going to go back up to the top,

1 D. Palmieri-Russo

2 A. Correct.

3 Q. Do you know if inspectors were trained
4 on that subject prior to 2012?

5 A. No, I do not.

6 Q. Do you know why building inspectors
7 are trained on New York City standpipe and
8 sprinkler systems?

9 A. So for example, when you are hired
10 into the department, we in the academy don't --
11 don't specifically say, you're a construction
12 inspector, you're a crane inspector, you're
13 plumbing, you're an electrical.

14 Because the academy introduces all of
15 the topics any inspector would need to know, we
16 add in courses that potentially, if you are a
17 plumbing inspector, and you came into that
18 academy, we would introduce that topic.

19 Q. Okay. So the purpose of Core 1 is to
20 give every inspector a general grounding --

21 A. Yes.

22 Q. -- of the fundamentals of what they
23 need to know as an inspector, not a specific type
24 of inspector.

25 A. Yes.

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2 Q. So I see within the zoning and code
3 then that all inspectors you see, it looks to
4 me -- there's three different courses. If you add
5 them up, that's 2.5 days.

6 So at this point in time in 2012, all
7 new BIs are getting two and a half days on the
8 Building Code; is that correct?

9 A. Correct.

10 Q. And do they get a further grounding in
11 the specific areas of the code that apply to their
12 unit type of inspection once they go on to their
13 unit?

14 A. That you know -- I'm going to say that
15 is the goal of the unit.

16 Q. And it looks, if I'm reading this
17 correct, then there is -- enforcement is the
18 introduction to administrative enforcement, and
19 that's five days of course work?

20 A. Yes.

21 Q. And does the five days of
22 administrative enforcement training include things
23 like background on notices of violations and
24 summonses?

25 A. Yes.

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2 you've worked, you've completed OJT, you would
3 then -- your next line of training education falls
4 into Core 3, and that's the unit specific.

5 Q. At what point in the cores are you
6 considered to graduate the Inspector Training
7 Academy? Is it after the fundamentals?

8 A. After you complete Core 1 and Core 2,
9 you must complete OJT. It's a 12-week program
10 today, so it's a full 12 weeks.

11 After OJT, you -- after OJT, you
12 become badged, and then you would start to receive
13 additional training.

14 Q. When you say it's a 12-week program
15 today, you mean Core 1 plus Core 2 is --

16 A. Correct, correct.

17 Q. So Core 3, the applied fundamentals, I
18 see different frequencies. Some is every three
19 years, some is once, and some is annual.

20 These are trainings that inspectors
21 complete once they're already on the job, correct?

22 A. Correct, yes.

23 Q. And are all of these trainings
24 mandatory in Core 3?

25 A. Yes.

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2 become obsolete, and that has since been removed,
3 and things have evolved.

4 As far as the learning plans, they are
5 reviewed each year with the unit and the unit
6 chief, and they will expand or they will delete,
7 and a new plan would be established. I have not
8 -- I have not looked at this plan obviously for
9 many, many years. It was a plan.

10 Q. Has the general, you do Core 1 and
11 Core 2, and then you graduate the academy,
12 changed, fundamentally changed, since 2012?

13 A. No, it has not fundamentally changed.

14 Q. Have the categories that were seen for
15 Core 1, the human resources customer service,
16 technology skills, safety, building inspection
17 ops, zoning and codes and enforcement, has that
18 changed fundamentally since 2012?

19 A. No.

20 Q. So I will show -- the next document I
21 have is from 2015, so I'll show it to you, and
22 I'll ask if there's any changes that you remember
23 between this set of documents and the 2015
24 document.

25 A. Okay.

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2 Core 1 only, the classroom training? What happens
3 if you get less than 70 percent in your classroom
4 training?

5 A. We have not had that issue. It is a
6 collaborative effort. If we know that someone is
7 not able to grasp the information, we would know
8 that prior to the end, because the 70 percentile
9 is cumulative, so from Day 1 to Day 30 or 35, we
10 would note at midpoint how you're progressing, and
11 then the goal is that the internal subject matter
12 experts, which is our faculty, and my unit would
13 work with that participant to give them additional
14 resources to help them understand the content.

15 These are not -- these are not valid
16 tools. These are knowledge checks, and the goal
17 is comprehension.

18 Q. Has that 70 percent requirement for
19 Core 1 existed since 2012?

20 A. Yes.

21 Q. And is it still the cut-off for the
22 fundamentals Core 1 courses today?

23 A. Yes.

24 Q. So then now let's talk about Core 2,
25 which it also seems -- I'll scroll to Page 2 right

1 D. Palmieri-Russo

2 Exhibit 5, please?

3 Q. So this document here which starts on
4 Bates 42654 and is entitled, "Unit Chief
5 Information Sheet Inspector Training Academy
6 Milestones."

7 I believe your testimony was that this
8 document has been updated since this version in
9 2015; is that correct?

10 A. Correct.

11 Q. And do you know if the updated version
12 of this document would be saved somewhere in the
13 Department of Buildings files?

14 A. Yes, it would be.

15 Q. And would that be in that training
16 shared drive?

17 A. Yes, it would be.

18 MS. RICH: So now we can stop the
19 share. I'll give you back control, Maureen.

20 Q. So we went through a chronology of
21 what new inspector training was like from 2012 to
22 today.

23 So now I just want to confirm that I
24 know what new hire training is like today. So
25 today it's still structured as classroom

1 D. Palmieri-Russo

2 fundamentals plus on-the-job training, and then
3 you graduate; is that correct?

4 A. Yes.

5 Q. And that's the same basic structure
6 for all inspector titles?

7 A. Yes.

8 Q. So that same structure has been the
9 structure in place since 2012?

10 A. Yes.

11 Q. And today, how many weeks is it from
12 start to graduation for new inspectors?

13 A. It's a range. It can go, depending on
14 how many new courses have been added to expand the
15 curriculum, so it -- potentially it could be at
16 this point more than 40 plus days in the
17 classroom, and it's always going to be from a
18 baseline perspective 25, so I can estimate a range
19 from maybe 40 plus days to, let's say, maybe up to
20 70 days today, because we expanded it to include
21 numerous courses.

22 Q. When you say it, you are referring to
23 the Core 1 fundamentals, correct?

24 A. Correct, correct.

25 Q. So you're not sure, but today it might

1 D. Palmieri-Russo

2 be 40 days of fundamentals.

3 A. Yes, we recently added several new
4 modules.

5 Q. And what are those new modules?

6 A. Retaining walls, cold form steel,
7 bulging, bulging walls, excavation, accident
8 investigation. Those are some of them, there
9 could be more.

10 Q. When you say recently added, can you
11 give me a time frame?

12 A. Probably within the last year.

13 Q. Why were they added?

14 A. Recommendation by leadership SMEs,
15 code, rule of law, things that happen in the
16 industry. A whole host of events could have
17 predated or predated that concept.

18 Q. So talking just about those four Core
19 1 fundamentals, is Core 1 still taught primarily
20 in a classroom setting?

21 A. Yes.

22 Q. And I want to talk a little bit about
23 the methods of teaching that are employed.

24 So do instructors use things like
25 Power Points?

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2 A. Yes, they use Power Points, yes.

3 Q. Has that been the case since 2012?

4 A. Yes, it has been.

5 Q. Do they use things like lectures?

6 A. Yes.

7 Q. Has that been the case since 2012?

8 A. Yes.

9 Q. And you told me about the knowledge
10 assessments. Have things like knowledge
11 assessments been deployed since 2012?

12 A. Yes.

13 Q. Is a knowledge assessment basically a
14 quiz?

15 A. Yes, it's a quiz. It's a series of
16 questions around that topic that day. It's not a
17 valid tool, because we're not testing. We're not
18 test makers, so it's a knowledge check to fully
19 vet that that group has qualified that they
20 understand what happened in that classroom.

21 Q. Have the inspectors used things like
22 writing exercises in the classroom setting?

23 A. Yes.

24 There is a very specific course called
25 report writing. There is a -- writing does occur

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2 in administrative enforcement, which is the
3 violation.

4 Q. And has that been the case since 2012?

5 A. No. Not a hundred percent sure. The
6 report writing may have happened in 2013. Writing
7 has been increased over the course of several
8 academies.

9 Q. You told me about the field day where
10 inspectors go see an inspector do their job in the
11 field. I forget. Does that exist today?

12 A. Yes, field observation days, yes.
13 They're field days, correct, as part of the
14 classroom training.

15 Q. And then what about role-playing
16 exercises?

17 A. Role-playing exercise may occur based
18 on an instructor's style, such as in a very
19 specific course like sensitivity training. Role
20 play does happen, because it's very, very
21 important to the integration of the class -- the
22 classroom theory and the application of the
23 participant, so that would potentially happen in
24 that type of training, and/or it may happen in
25 customer service training, as well.

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2 Other scenarios may occur, depending
3 on the content and the instruction -- instructor's
4 approach.

5 Q. Are you able to say whether or not
6 that -- whether or not role-playing exercises have
7 been in use by --

8 A. I can say yes, they have been in use.

9 Q. Ms. Palmieri-Russo, I'm going to
10 remind you that there is a court reporter. I need
11 her to take down my full question for the record,
12 so just let me finish.

13 I was just going to ask if
14 role-playing exercises have been in use by
15 instructors since 2012.

16 And could you please answer so we have
17 a complete question and answer on the record.

18 A. I -- yes. I can say yes.

19 Q. What about case studies? Are those
20 used today?

21 A. Yes.

22 Q. And have case studies been used to
23 teach new inspectors since 2012?

24 A. I cannot answer on 2012 exactly. I do
25 know that there has been a progression in growth

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2 and expansion in the academy curriculum, so I'm
3 confident to say at the very least at least by
4 2013.

5 Q. Have the methods of classroom teaching
6 substantially changed in any way since 2012?

7 A. Yes.

8 Due to technology, more on-line
9 learning, self-studies, with -- with an instructor
10 leading that, so it became more -- more
11 independent at times, and then at other times more
12 collaborative, so styles do change and progress as
13 things organically change in training.

14 Q. As of today, does the new inspector
15 fundamental training include courses in the human
16 capital category?

17 A. Yes.

18 Q. Does it still include courses in the
19 professional development category?

20 A. I'm not clear when you say
21 professional development, so all training would be
22 considered professional development, but I don't
23 -- in the category of maybe looking at something
24 that had listed write emails and successful work
25 place communications, which was a plan which was

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2 -- I do not believe was delivered as part of the
3 academy. It may have been a recommendation at
4 that time. Is that what you're referring to?

5 Q. Yes. Here I'm going to grab -- I was
6 referring to I believe the universal inspector
7 learning plan from 2017. It had professional
8 development courses of verbal judo video,
9 successful workplace communication and writing
10 effective and efficient emails.

11 So am I understanding you correctly
12 that that was like a planned proposal, but wasn't
13 adopted?

14 A. The verbal judo has always been part
15 of the academy. The other two courses may have
16 been a request and on a plan.

17 I do not recall offering them to the
18 academy.

19 Q. So in terms of professional
20 development, by which I meant those types of
21 courses, that's how they had been on a previous
22 plan. The only course still offered today in that
23 category is verbal judo?

24 A. Correct, as part of the inspector
25 training academy; however, outside of the academy,

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2 we run a robust training program that inspectors
3 can participate in. We currently offer all types
4 of professional development they may, with the
5 approval of their supervisor, attend.

6 We currently offer email writing,
7 resume writing, presentation skills, a series of
8 -- any type of series of professional development
9 topic they can elect to participate in.

10 Q. Meaning it's not mandatory, but they
11 can take it --

12 A. Correct.

13 Q. -- if they want to.

14 A. Correct.

15 Q. What is verbal judo?

16 A. Sensitivity training. It's -- it
17 trains them on how to interact with the public
18 appropriately.

19 Q. But it's separate from customer
20 service training?

21 A. Yes, it is. Yes, it's more -- it's a
22 role-play scenario with conflict management tools.

23 Q. And has verbal judo been offered since
24 2012?

25 A. I cannot recall if it's on the

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2 calendar for 2012, but if not, there would have
3 been another course in its place in terms of
4 communication skills and conflict resolution, so I
5 am not a hundred percent sure in 2012, but I
6 believe in 2013 that going forward it had been on
7 the calendar. I cannot --

8 Q. Sorry I interrupted you. Go ahead.

9 A. I cannot honestly say it's on the 2012
10 calendar, but some form of that type of training
11 would have been on the calendar, and we may have
12 transitioned to a different style.

13 Q. Today are customer service courses
14 offered to new building inspectors?

15 A. Yes.

16 Q. And that's part of the fundamental
17 Core 1?

18 A. Yes.

19 Q. And has customer service training been
20 offered to all new building inspectors since 2012?

21 A. Yes.

22 Q. What about safety courses? Are those
23 offered to new building inspectors today?

24 A. Yes.

25 Q. And have those always been offered as

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2 Core 1 courses since 2012?

3 A. Yes, they have been.

4 Q. As part of Core 1, are all new
5 building inspectors given courses on technology
6 skills?

7 A. Yes.

8 Q. And have they been given courses on
9 technology skills since 2012?

10 A. Yes.

11 Q. Today are all new building inspectors
12 given courses on zoning and codes?

13 A. Yes.

14 Q. And have they been given courses on
15 zoning and codes since 2012?

16 A. Yes.

17 Q. Today are all new building inspectors
18 given courses on general building inspection?

19 A. I'm not understanding when you say
20 general building inspection, because there's not a
21 specific course that comes to mind for me when the
22 entire ITA program prepares them for that, that
23 general building inspection, once they get to OJT.

24 Q. So on the universal learning inspector
25 plan, it was called -- the category was called

1 D. Palmieri-Russo

2 building inspection, and it included classes like
3 a day in the life of a building inspector. That's
4 what I was referring to, that category.

5 A. Okay.

6 Q. Has that category of courses, which
7 includes a day in the life of a building
8 inspector, blueprint reading, building failures,
9 work applications and permits, press operation,
10 those kind of courses -- is that currently
11 offered?

12 A. Yes, it's currently offered.

13 Q. And has that same grouping of courses
14 been offered since 2012?

15 A. Yes.

16 Q. Have there been any other -- I went
17 over the basic categories that I've seen used in
18 the plans.

19 Have there been any categories added
20 or subtracted in recent history?

21 A. Not that I can recall.

22 Q. And then in today's iteration of
23 training, is it still -- we had talked -- we
24 looked at the universal learning plan and the 2012
25 learning plan, both of which showed 2.5 days of

1 D. Palmieri-Russo

2 zoning and code training.

3 Is it still 2.5 days of zoning and
4 code training today?

5 A. I don't have the exact, but I'm going
6 to say it is. I can't exactly confirm it's 2.5.
7 I would have to go back and look at a calendar.

8 Q. By calendar, you mean one of the
9 recent training calendars --

10 A. Correct.

11 Q. -- that we talked about.

12 And we talked a little bit about
13 enforcement training. I just want to clarify.

14 In previous iterations it was five
15 days enforcement. Then you told me it had at some
16 point changed to something like three days in
17 class and one and a half day application.

18 What is in play today?

19 A. It would be three days of instructor
20 led, and then they would have a day and a half, or
21 could be two days -- I don't have the durations in
22 front of me -- of self-study. They would prepare
23 for it, but they have three days instructor led.

24 It's a five-day program basically, and
25 it could have been reduced -- again, it could have

1 D. Palmieri-Russo

2 been reduced to 4 1/2 days at this point.

3 Q. In terms of the code, is the same
4 general structure to give an overview in Core 1
5 and then rely upon the units to give a more in
6 depth on the area of the code that they enforce?

7 A. Yes.

8 Q. And that's been the same since 2012,
9 correct?

10 A. Yes. It's called navigating the
11 Building Code. The inspectors learn at the
12 academy and overview how to navigate. Once you go
13 to the unit, it's the unit's responsibility based
14 on the specific inspection type to then encourage
15 and foster the development of code analysis.

16 Q. So navigating the Building Code, that
17 does not go -- it doesn't go dive into each
18 chapter in depth or anything, does it?

19 A. To my knowledge, it teaches them how
20 to navigate very specific code areas that they
21 would need to know. I couldn't tell you if one
22 instructor focuses on Chapter 33 or another aspect
23 of it.

24 Q. Asking a little bit about specific
25 courses, today do all new building inspectors

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2 receive a new hire orientation?

3 A. Yes.

4 Q. Has that been the same since 2012?

5 A. It may have changed a little bit by
6 adding different topics into this, but it's
7 basically -- it's basically introduction to the
8 program, and it's basically human capital, which
9 was formerly in 2012 human resources, that they
10 would talk about benefits, they would talk about
11 different timekeeping, talking about compensation.
12 They would talk about anything related to HR
13 practices.

14 And that would be the orientation.
15 They -- things may have changed along the way. We
16 don't use paper time cards. We use City Time, so
17 in, you know, very rudimentary form it has been
18 the basic concept, and along the way it's more to
19 include other things that human capital may choose
20 to bring into the orientation.

21 Q. So as part of those sort of human
22 capital courses, are building inspectors today
23 given right-to-know training?

24 A. Yes.

25 Q. And has that been the case since 2012?

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2 A. Yes.

3 Q. And are they given EEO or Department
4 of Investigation integrity training?

5 A. Yes.

6 Q. Has that been the case since 2012?

7 A. Yes.

8 Q. And does that specific training
9 include training on conflicts of interest?

10 A. Yes.

11 Q. Does it include training on bribery?

12 A. Yes.

13 Q. And does it include training on gift
14 taking?

15 A. Yes.

16 Q. And have all those topics been trained
17 on since 2012?

18 A. Yes.

19 Q. And you mentioned this in passing, but
20 building inspectors today are trained on
21 timekeeping, which is City Time, correct?

22 A. Correct.

23 Q. And but they -- it might not have
24 always been City Time, but they have always been
25 trained on timekeeping, or at least since 2012,

1 D. Palmieri-Russo

2 they have been.

3 A. Correct.

4 Q. They have always been -- or sorry.

5 Today they are given an intro to the Department of
6 Buildings?

7 A. Yes.

8 Q. Has training since 2012 included an
9 intro to the Department of Buildings?

10 A. Yes.

11 Q. And does that introduction include
12 info on how the agency is organized?

13 A. Yes.

14 Q. Does it include information on the
15 chain of command?

16 A. Yes.

17 Q. Does it include training on what the
18 different inspector units do?

19 A. At one point various units came in and
20 described what those units did, because at one
21 point we were very different. There were more
22 different types of units.

23 Couple of years back we went into a
24 development and an enforcement, so today the head
25 of enforcement comes in and speaks to them at

1 D. Palmieri-Russo

2 great length about what occurs in the enforcement
3 areas, and then we had a development person come
4 in and talk about the role of development, so yes.

5 Q. So the content has slightly -- has
6 changed given the changes in the Department of
7 Buildings, but they still have been trained on how
8 the Department of Buildings units are organized
9 generally.

10 A. Yes.

11 Q. Has that intro to the Department of
12 Buildings included training on the roles and
13 responsibilities of inspectors?

14 A. I'm not understanding the question as
15 it relates to the modules.

16 Q. Are Department of Buildings inspectors
17 as part of the fundamentals training trained on
18 what it means to be a building inspector and what
19 their core responsibilities will be as a building
20 inspector?

21 A. In general terms, yes.

22 Q. Has that been a part of training since
23 2012?

24 A. Yes.

25 Q. Do inspectors today receive OSHA

1 D. Palmieri-Russo

2 safety training?

3 A. Yes.

4 Q. Have they received OSHA safety
5 training since 2012?

6 A. Yes.

7 Q. Do inspectors today receive customer
8 service training?

9 A. Yes.

10 Q. And that's been a part of training
11 since 2012?

12 A. Yes.

13 Q. Do they receive specific -- sorry,
14 communications skills training?

15 A. Yes, in the form of verbal judo.

16 Q. And we talked about some version of
17 that sort of course given since 2012?

18 A. Yes.

19 Q. Do inspectors received conflict
20 resolution training?

21 A. Yes, in the form of verbal judo.

22 Q. And that would have been part of the
23 precursor to verbal judo in 2012?

24 A. I don't recall if verbal judo began in
25 2012 or if there was some form of communication

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2 program that incorporated conflict resolution or
3 not, but they would have received something, no
4 matter what, in 2012.

5 I can't exactly say if I had that
6 vendor in 2012; however, I believe going into
7 2013. I'm trying to -- I'm trying to remember
8 that verbal judo had been on the calendar, but
9 they did in fact receive a form of training.

10 Q. Are inspectors today trained on Web
11 navigation and research?

12 A. Yes.

13 Q. Would they have been trained on that
14 back in -- have they been trained on this since
15 2012?

16 A. Yes.

17 Q. Are new building inspectors trained on
18 the computer and tech based platforms that they
19 will need to used to their jobs?

20 A. Yes.

21 Q. Have they been trained on the computer
22 and tech based platforms that they will need to
23 use as part of the fundamental training since
24 2012?

25 A. Yes.

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2 Q. Do new inspectors receive a general
3 training on the forms they will need to use to
4 document their inspectors and issue violations?

5 A. Yes and no.

6 Each unit specific OJT or inspector
7 type form is unique. They may see a
8 representation as part of their tech training;
9 however, when they go to the unit, the unit will
10 produce that route sheet and what inspection type
11 and form to be used as per the unit.

12 In terms of violation writing, they
13 will see violation writing examples, and they may
14 participate in doing a corrective action on a
15 sample.

16 Q. So in terms of forms, has that same --
17 does this description apply to all training since
18 2012?

19 A. Yes.

20 Q. And now in terms of writing a
21 violation, does that same description of training
22 today apply since 2012?

23 A. Yes.

24 Q. Does administrative enforcement
25 training today include training on the -- on

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2 writing reports?

3 A. It's a separate course.

4 Q. That's the report writing course you
5 told me about?

6 A. Correct.

7 Q. And that hasn't existed since 2012.
8 That's been added in more recent history; am I
9 correct?

10 A. I can't believe it was -- I am not a
11 hundred percent sure it was listed on 2012. It
12 may have been added in 2013. I don't have the
13 exact date.

14 Q. Does administrative enforcement today
15 include the background on -- I think they call
16 them oath summonses.

17 So does the administrative enforcement
18 training today give new inspectors backgrounds on
19 NOVs and criminal and civil summonses?

20 A. They do receive that training;
21 however, I am not a hundred percent sure it is
22 embedded into the administrative enforcement
23 program. They do receive it, and again, this can
24 relate to an operations schedule.

25 There is a training such as NOV and

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2 oath summons that all inspectors take, so if it is
3 being offered during the time they are in the
4 academy, they would receive it. If it is being
5 offered the time they have been released from the
6 academy, and they are with their unit, they will
7 receive it at that time.

8 Q. So in terms of fundamentals today,
9 what does the course training include?

10 A. It includes -- it includes the
11 introduction to the NOV. It will include
12 introduction to oath and with the summons, and it
13 will include samples of how to write a violation.

14 Other than that, I don't have all of
15 the modules outlined in my head right now, but
16 basically that's the -- that's the protocol.

17 Q. Do you know if it includes background
18 on serving NOVs and summonses?

19 A. I know that course is offered, but I
20 cannot honestly say it's part of the three days in
21 classroom portion or if it's part of the four-hour
22 summons course.

23 Q. Is the four-hour summons course
24 something different than the enforcement refresher
25 you told me about that was a half-day refresher?

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2 Q. Does that mean -- sorry, I just want
3 to clear with my question.

4 Are building inspectors today trained
5 on any code other than the Building Code?

6 A. Not to my knowledge, not in the
7 academy.

8 Q. Have they at any point since 2012 been
9 trained on -- during the academy on any code,
10 other than the Building Code?

11 A. No. Not to my knowledge, no.

12 Q. Today do all inspectors still receive
13 the 25-day baseline of on-the-job training?

14 A. Yes.

15 Q. And does it still vary unit by unit in
16 terms of how long it actually ends up being?

17 A. Yes.

18 Q. Does it vary by inspector within the
19 unit, as well as by unit?

20 A. Yes.

21 Q. And do all inspectors still currently
22 receive unit specific training?

23 A. Yes, based on the plan availability of
24 funds and scheduling.

25 Q. So just because something is listed as